

Personal Commitment/Manifesto

For the Position of Elected Council Member (ECM) of the Chartered Institute of Personnel Management of Nigeria

It is with great honour and humility that I announce my candidacy for the position of elective council member of our esteemed institute. I joined the institute as an associate member on the 26th of May 2011, and I am presently a Fellow of the institute. My journey with CIPM has been a fulfilling one, marked by dedication and a commitment to advancing the field of personnel management in Nigeria

As a dedicated member of the Professional Development & Learning Committee between 2019-2021, I have had the opportunity to contribute significantly to the enhancement of professional development programs within our institute. We helped the institute to navigate the uncharted territory created by the COVID-19 pandemic, especially as it relates to its training programmes. My involvement in this committee has equipped me with a deep understanding of the training needs and aspirations of our members. This made me to volunteer to presently serve in the Learning & Development Committee of the Abuja branch. Furthermore, I am currently serving on the Institutional Development Committee (IDC), where I am actively engaged in strategic initiatives aimed at strengthening our institute's governance and operational framework.

Vision and Perspectives

If elected to the council, I pledge to bring the same level of commitment and passion to my role. I intend to bring new perspectives to CIPM's 2025-2027 strategic pillars of fortifying its institutional framework; enhancing internal capacity; membership growth and retention; and promoting a culture where CIPM's core values are imbibed by all members. My vision for our institute is one where every member feels valued, supported, and empowered to reach their full potential. To achieve this, I will focus on the following objectives:

1. Fortifying Institutional Framework

I have worked in both the private and public sectors. The last 24 years have been in the public sector. This puts me on a good pedestal to foster partnerships between our institute and other governmental bodies. Emphasizing collaboration between public and private sectors, investing in capacity-building, and leveraging

technology for efficiency are key elements in creating a sustainable and adaptable institutional ecosystem.

2. Strengthening Member Engagement

I aim to foster a more inclusive and participatory environment within our institute. This involves creating platforms for members to share their ideas and feedback and ensuring that their voices are heard in the decision-making process. This will help grow and retain our members.

3. Enhancing Internal Capacity and Capability

Already, our institute has partnership agreements with two similar professional bodies abroad. This can be further enhanced by fostering a culture of continuous learning, adaptability, and innovation to strengthen expertise and improve operational efficiency. We can achieve this by investing in advanced tools, promoting knowledge sharing, and setting clear performance goals that align with strategic objectives. A focus on internal capacity-building not only enhances productivity but also positions the organization to respond effectively to challenges and seize emerging opportunities like the international partnerships.

4. Culture and Innovation

I am committed to supporting initiatives that enhance the adoption and integration of CIPM's core values by all members in their professional conduct. This can be done by introducing some innovative steps that will promote accountability and sense of belonging

Conclusion

I am excited about the opportunity to serve our institute as an elected council member. I believe that my experience, dedication, and vision make me a strong candidate for the position. I humbly ask for your support and vote in this upcoming election.

Together, we can build a stronger, more vibrant Chartered Institute of Personnel Management of Nigeria.

Thank you.

Isiyaku Shok Jok

11th April 2025